



ADVANCE OPPORTUNITY.  
ACHIEVE EQUITY.



**Turning Commitment into Action**  
**Racial Equity Cohort for Arts & Culture Organizations**

**Organizational Commitment Form**

*Please read and sign both pages of this form, scan it  
and email it to Diana Falchuk: [diana.falchuk@seattle.gov](mailto:diana.falchuk@seattle.gov)*

**Organization:** \_\_\_\_\_

**Executive Director** (or person with that level of authority): \_\_\_\_\_

The City of Seattle Office of Arts & Culture supports the City of Seattle's Race and Social Justice Initiative (RSJI), whose vision is racial equity: all people have access to opportunities and the best outcomes, regardless of race. The Initiative works within City government and with the regional community to get to the root causes of racial inequity: institutional and structural racism. To challenge these forms of racism, we must look beyond individual acts of prejudice to the systemic biases that are built into our groups, institutions and systems. Although these systemic biases were set up long before our time, we are all responsible for eliminating racism today.

Despite the Seattle area's overall high standard of living and our reputation as a hub for innovation and creativity, racial disparities in our region are deep and pervasive. They live in every indicator of personal and community well-being. To achieve racial equity in Seattle, institutions and groups in our community – governments, businesses, non-profits, faith-based groups, parent groups, schools, youth groups, neighborhood groups and more – need to work together and share a similar sense of urgency. Arts and cultural groups have key roles to play in advancing racial equity within their organizations, and through partnerships, programs, and works of art. Only by joining together in a broad partnership with common goals and strategies can we hope to realize racial equity in arts and culture, as well as in jobs, education, health, development, housing, criminal justice, the environment and philanthropy.

*Turning Commitment into Action* is designed to support arts and cultural organizations in their contributions to the greater regional ecosystem building racial equity. This free cohort experience is designed to maximize learning and planning, and provide support with implementation. The goal is for participants to be able to follow the (new or evolved) strategies they choose to develop their racial equity work.

## Executive Director's Commitment

As the Executive Director or person with that level of authority of my organization, I recognize that working to achieve racial equity within my organization and in our community is fundamental to the health and well-being of my organization, the arts and cultural sector and the entire region. I understand that this work goes beyond diversifying board, staff, audiences and partners, to assessing and making changes to my organization's internal policies, practices, procedures and cultural norms. I am choosing for my organization to participate in *Turning Commitment into Action* as a way for us to (further) develop the knowledge, skills and tools to do this work.

I agree to support the following staff members participating in the *Turning Commitment into Action* racial equity learning cohort. I understand that they will be attending sessions on Friday, May 15 from 8 a.m. – 6 p.m., Friday, May 29 from 9 a.m. – 5 p.m., Wednesday, July 15 from 1 p.m. – 5 p.m. and a final four-hour session in the fall (TBD). I also understand that they will be doing 3 – 4 hours of work in-between the first two sessions, and additional work in the coming months to implement the Racial Equity Plan they create.

*Please list the two – three staff members participating, and their titles/roles, including you, if you are among them. If only two people are participating, please write "N/A" after number 3.*

1.

2.

3.

I also commit to dedicating staff time and resources to the implementation of our Racial Equity Plan. I will engage and update my board on this process. I acknowledge that this is long-term work and will require securing additional resources in the future; I also acknowledge that this is urgent work and that there are existing resources such as staff capacity and shifts to our existing frameworks, policies, practices, programs, etc. that we can make now, to start and stay strong.

---

(Name)

---

(Date)